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SAP CERTIFICATION

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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Process Data and Hierarchies: This section of the exam measures skills of HR Data Specialists and focuses on the processes involved in validating and organizing data through hierarchies for clean and structured workforce analysis.
Topic 2	<ul style="list-style-type: none"> SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 3	<ul style="list-style-type: none"> BI Fundamentals and Build Fact Tables: This section of the exam evaluates the ability of Analytics Consultants to apply business intelligence concepts when constructing fact tables, which serve as the basis for metric reporting in WFA.

Topic 4	<ul style="list-style-type: none"> • Create Lookups and Events: This section of the exam measures skills of HR Data Specialists and includes configuring lookup tables and event types used to enrich data calculations and contextual reporting in the analytics solution.
Topic 5	<ul style="list-style-type: none"> • This section of the exam measures skills of HR Data Specialists and covers the preconditions for a successful WFA on HANA implementation, including system readiness, integration points, and methodology phases.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q47-Q52):

NEW QUESTION # 47

What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct answers to this question.

- A. Initial dimension structure and dimension structure source are set.
- B. Standard labels are applied for internationalization.
- C. Nodes used in benchmarking are included.
- D. Label override configuration is provided.

Answer: B,C

NEW QUESTION # 48

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- B. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- C. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- D. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions

Answer: B

NEW QUESTION # 49

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

- A. externalCode
- B. Code

- C. externalName
- D. effectiveStartDate

Answer: A

NEW QUESTION # 50

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error: System.ArgumentException: Item has already been added. Key in dictionary: '[location].[location].[level1_che_zznostateprovince_geneva]' Key being added: '[location].[location].[level1_che_zznostateprovince_geneva]' at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at Hml.DataObjects.HmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

- A. Convert all
- B. Exclude
- C. Ensure
- **D. Make sure**

Answer: D

NEW QUESTION # 51

Why would you suggest that a customer implement Workforce Analytics (WFA) on SQL Server instead of WFA on HANA? Note: There are 2 correct answers to this question.

- **A. Because the customer needs to use SAP ERP HCM as the data source**
- **B. Because the customer needs to use strategic workforce planning**
- C. Because the customer needs to use WFA data in SAP Analytics Cloud
- D. Because the customer needs to use analytics tiles in the Insights panel

Answer: A,B

NEW QUESTION # 52

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